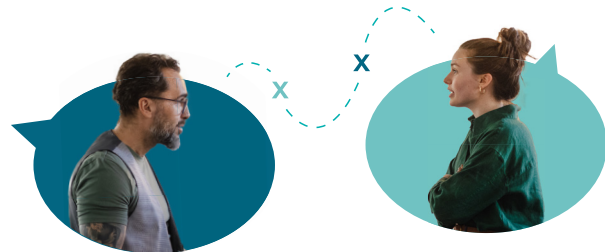


Every leader is unique and brings their own style to leading and managing others. Successful leaders can help teams and organizations thrive; however, less effective leaders can negatively impact an organization and its people. Learn how to optimize your leadership style by avoiding these eight key blind spots:

1. Poor Communication

How to avoid it: Listen actively and encourage others to share their ideas and concerns. To communicate effectively, a great leader must also articulate their ideas in a clear and concise manner, both verbally and in writing. When working with others, a leader must assess information from multiple perspectives, weigh the pros and cons, and arrive at thoughtful and straightforward conclusions.



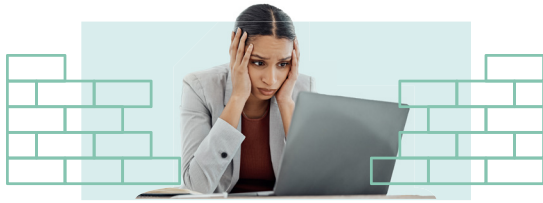
2. Unkept Promises

How to avoid it: Lead by example. Great leaders are honest, keep promises, and maintain confidentiality to build a foundation of trust. Clear expectations, manageable workloads, and empowering others are key traits of effective leadership. Great leaders also focus on the big picture while planning all the steps necessary to reach their goals.

3. Lack of Adaptation

How to avoid it: Workplace circumstances are constantly in flux, so adjust well to change and setbacks. To do so, leaders must be able to work and perform well in varying environments and be creative problem solvers. When leaders inspire innovation and creative thinking in others, they help their teams thrive.





4. Building Walls, Not Doors

How to avoid it: Know the value of relationships and be considerate of others' feelings. The best leaders handle giving feedback with sensitivity, remain calm under pressure, and work to create a positive and collaborative work environment. They fairly resolve conflicts within their team by striving for commitment, setting appropriate goals, and hiring skilled team members.

5. Not Striving for Results

How to avoid it: Help teams get things done. Competent leaders utilize the latest technologies, wisely leverage outside resources, and manage time efficiently. Furthermore, leaders must possess the necessary skills and knowledge to succeed in their role, constantly expanding their expertise and adapting to new methods and information as they tackle their responsibilities.



6. Having Too Many Priorities

How to avoid it: Know when to act, and act accordingly. A good leader can handle problems assertively and make firm decisions in a timely manner. With their guidance, the team achieves exceptional results even in the face of obstacles—positively impacting the organization.

7. Lettings Others Languish

How to avoid it: Be a coach. Successful leaders train their teams, develop individual talents, and give regular feedback. They also recognize and appreciate excellent work and extra effort from their team. The leader's enthusiastic and positive attitude rubs off on others.



8. Resting on Laurels

How to avoid it: Learn something new every day. An exceptional leader knows that learning is a lifelong journey. They strive to learn from their mistakes, welcome constructive criticism, and pursue progress. In doing so, they set an example for others and demonstrate their commitment to personal development. A strong leader maintains high energy levels, a positive attitude, and perseveres through challenges.

To learn more about nurturing and creating effective leaders in your organization, PXT Select™ offers a multi-rater tool called Checkpoint360°. It helps organizations survey and gather information about their leaders—specifically, how they excel or are challenged by these blind spots. Leaders are assessed with the help of surveys of their direct reports, peers, supervisors, and others with whom they work. Any gaps or red flags identified provide powerful information for individualized leadership development.

Let's Connect!

Contact us to learn about PXT Select assessments. Powerful tools to help you make data-driven talent decisions.

We provide clients with the critical insights to hire the right people, place them in the right roles and maximize their contribution to the organization.



Lucy Arkell

(416) 550-7422

lucy@lephairassociates.com

lephairassociates.com